

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

NURSE PRACTITIONER - MANAGEMENT

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority [under Wis. Admin. Code ER 2.04] for making classification decisions relative to present and future professional Nurse Practitioner positions in the classified service which meet the definition of “management” contained in 111.81, Wis. Stats. Positions allocated to this classification perform advanced practice nursing in primary health care, are responsible for independently managing clients’ health care status and may report directly to a medical or nursing director or another management level position. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

B. Inclusions

Positions in this classification provide primary health care through the performance of independent advanced practice nursing in state agencies. Positions in this classification, for a majority of the time, provide and manage the direct and indirect care of clients and/or employees within an institution, agency or a geographic area through collaboration with a variety of health care professionals independent of direction from a Physician. Management responsibilities of the direct and indirect care of clients includes responsibility for participating in the formulation, determination and implementation of management policy related to the professional area of responsibility (e.g., oversight of an employee health program within an institution). Positions in this classification apply conceptual theory-based knowledge to manage clients' health care status and assure optimal care for clients.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions which meet the statutory definition of supervisor as defined in Wis. Stats. 111.81(19) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which do not meet the statutory definition of management as defined in Wis. Stats. 111.81(13) as administered and interpreted by the Wisconsin Employment Relations Commission.

3. Positions which do not require the possession and regular application of conceptual theory-based knowledge including nursing theory, life span development, family development and interaction theory, and pathophysiology.
4. Positions which, for the majority of the time, are engaged in the advanced level of direct and indirect nursing care of patients but do not require certification as a Nurse Practitioner or eligibility for certification as a Nurse Practitioner and are more appropriately classified as Nurse Clinician 3 or Nurse Clinician 4.
5. Positions which, for a majority of the time, provide medical care to patients which requires the direct supervision of a physician in order to practice and are more appropriately classified as Physician Assistant.
6. Positions which, for a majority of the time, are responsible for independently providing direct medical care to patients and are more appropriately classified as Physician.
7. Positions which, for a majority of the time, perform professional and administrative nursing work in a nursing program or service which does not have direct patient care as its primary focus and are more appropriately classified as Nursing Specialist.
8. Positions which, for a majority of the time, perform professional nursing work in developing and conducting educational programs for nursing personnel and are more appropriately classified as Nursing Instructor.
9. Positions which, for a majority of the time, provide nursing consultative work within the Division of Health or the Division of Community Services, Department of Health and Social Services, and are more appropriately classified as Nursing Consultant.
10. Positions which, for a majority of the time, provide consultative public health nursing work and are more appropriately classified as Public Health Nurse.
11. Positions which are not included in the classified service.
12. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into This Classification

Employees enter positions within this classification by competitive examination.

II. DEFINITION

NURSE PRACTITIONER- MANAGEMENT

This is independent advanced practice nursing providing primary health care. Positions perform managerial functions as defined in Wis. Stats. 111.81(13). Positions require the possession of and application of conceptual knowledge including pathophysiology, nursing theory, life span development, and

family development and interaction theory. Positions in this class assess, diagnose, prescribe therapies and manage clients' health care status independent of Physician direction. They develop, implement and evaluate clinical criteria and treatment plans in collaboration with other health professionals to assure optimal care for clients; develop educational programs for individuals and groups appropriate to health problems, level of functioning, emotional needs and client characteristics; provide consultation in the areas of nursing practice, patient care, health education, patient care delivery system, program/project development and professional development to nursing, medical and other professional staff of the agency and/or local communities; and direct or participate in the conduct and application of research and quality assurance projects. Positions participate in a significant manner in the formulation, determination and implementation of management policy and may have effective authority to commit the employer's resources. The work is performed in collaboration with other members of an agency or institution management team and is reviewed through consultations with the supervisor. Positions may be located in an area or facility which does not provide immediate access to professional supervision.

Representative Position:

Department of Veterans Affairs:

Wisconsin Veterans Home, King - Occupational Health Nurse Practitioner: Reports to the Director, Bureau of Personnel Services and is responsible for the day-to-day operation of the Wisconsin Veterans Home Employee Health Service. Responsibilities include: conducting all pre-employment physical examinations and periodic employee health review programs; performing functional capacities-job analysis; providing technical assistance for the Workers' Compensation program; providing counseling, health education and immunization services to employees; providing assistance to supervisors in addressing health related performance problems of their subordinates; and participating in the development and implementation of management's actions relative to any bargaining agreement requirements in the areas of health administration and/or risk management.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

Special Requirement: Must be licensed as a Professional Nurse by the Wisconsin Nursing Examining Board and certified as a Nurse Practitioner or eligible for certification as a Nurse Practitioner by a national certifying body approved by the Wisconsin Nursing Examining Board. (NOTE: Certifying bodies generally require possession of a Master's Degree in Nursing in order to grant certification as a Nurse Practitioner.) Some positions may require certification as an Advanced Practice Nurse Prescriber by the Wisconsin Nursing Examining Board.

IV. ADMINISTRATIVE INFORMATION

This classification specification was created effective January 21, 1996. Individuals who are eligible for certification must be certified as a Nurse Practitioner in order to achieve permanent status in class.

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